



NC DSS FAMILY SUPPORT AND CHILD WELFARE SERVICES

# STATEWIDE TRAINING PARTNERSHIP

Family Support and Child Welfare Services  
Staff Development

## Multiple Response System Training

**NOON**

Winter/  
Spring  
Training  
Schedule

Online registration: <http://www.ncswtrain.org>

**Please forward completed registration to the appropriate contact person:**

**Lou Decker**  
**Asheville Regional Training Center**  
Asheville-Buncombe Tech. Community College  
NC/DSS #6  
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**Greensboro Regional Training Center**  
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Cumberland County Department of Social Services  
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**Betty Williford**  
**Kinston Regional Training Center**  
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**Jeanne Mesiano**  
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## GUIDELINES FOR REGISTRATION

1. To fax a registration form, please refer to the NC DSS Training Calendar for the appropriate contact person. On-line registration at url: <http://www.ncswtrain.org>
2. When registering for training please **ONLY** use the registration form enclosed in the NC DSS Training Calendar (revised March 10<sup>th</sup>, 2004).
3. When filling out a registration form please **PRINT** or **TYPE** information.
4. Your name will appear on the certificate as it does on the first line of the registration form.
5. Registrants' home phone numbers are requested in case of inclement weather.
6. Registrations will **ONLY** be accepted by fax, mail and online.
7. Registration forms will **ONLY** be accepted after the registration opening date.
8. Registration forms must be fully completed. Incomplete registration forms will be returned to the sending agency.
9. If you are registering for MAPP/GPS and are a foster/adoptive parent, private child placing agency, an Area Mental Health Program or from a Family Resource Program, registrant's will need to complete a NCDSS registration form and an Application for Admission to MAPP-GPS Training.
10. Registrants who are accepted to the training event will receive a "Confirmation" letter. Faxing or mailing a registration form or registering on line **does not guarantee** that you are registered for a training event. Confirmation letters will be mailed out after registration closing date.
11. If a training event has reached its maximum number of participants, additional registrants will receive a "Waiting List" letter or a "Training Event Closed" letter.
12. Registration forms will **only** be accepted after registration closing date if space remains available. Please call the appropriate registration contact person to see if space is still available.
13. Agencies with new employees to hire must use the new employee's name and employment starting date when registering for training. Agencies may **not** use another employee's name to secure registration for the individuals to be hired.
14. The NC Division of Social Services wishes to ensure that no individual with a disability is discriminated against because of the absence of auxiliary aids and services. Individuals with disabilities who require accommodations in order to participate in our training events are encouraged to contact the assigned registration person prior to the training.
15. **Participants "MUST" be present for the entire training unless it is an emergency.**
16. If you are making up for a missed training day, you must fill out a registration form for the name of training and date you need to make up.
17. All participants must pre-register for all training events based upon the opening and closing dates listed for each course in the training calendar. Agencies who choose to substitute one employee for an employee who is already registered for a training event need to cancel employee A (the registered employee). Pre-registration of employee B does not guarantee that employee B will be accepted into the training. Once employee A cancels his/her registration in a training, the registrar then goes to the next person on the waiting list to fill the classroom vacancy. **Training slots are assigned to individual participants and not to a particular county.** Due to the administrative preparation and processes that occur prior to a training event, **walk-ins are discouraged. Walk-ins will not be accepted if the class is full.**
18. Please fill out a separate registration form for each training event you want to attend.
19. **Participants must be present the first day of training.** When personnel or schedule changes occur in your agency and you are not going to attend a training for which you are registered, please **email** the appropriate registration contact person immediately. This will make it possible to meet the training needs of staff from other agencies. Please see page 45 for email addresses.

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20. For training events with a registration fee, a full refund will be made if we receive a cancellation notice seven business days prior to the training. No refund will be made for cancellations made six or fewer business days prior to the training event, but you may register a substitute. If you register using an agency authorization form, but do not attend and do not cancel, you or your agency will be billed for the full amount of the registration fee.
21. For training events without a registration fee, cancellation should be made **no later than 72 hours** prior to the training, as we may be able to fill your slot with someone on the waiting list, or avoid extra costs for training materials. In the event of an emergency, cancellations will be accepted up to the beginning date of training.
22. If you have registered for a training but did not attend and did not email the registration contact person that you did not plan to attend, the immediate supervisor and agency director will receive a **“No Show”** letter notifying them of your training absence.
23. If you have to leave early or arrive late due to an emergency, please speak to the trainer to arrange a time to make up missed material. Until the material is made up, you will receive an incomplete, and an “incomplete” letter will be sent to your supervisor informing them of your status.
24. The selection process for the social work professional is prioritized based on:

### **For all training events:**

Child Welfare Services employees, contract staff and student interns from NC County Departments of Social Services may attend the training events listed below. Training registrations are accepted in the following manner:

### **For Pre-Service Training (100 level):**

- 1) Child Welfare Staff, contract staff and student interns in a county Department of Social Services who are affected by the law requiring 72 hours of pre-service training prior to direct client contact will always receive priority, then
- 2) Other Child Welfare staff employed in a county Department of Social Services
- 3) Registrations are accepted in the order they are received based upon the priorities listed above.

### **For Family Preservation Training (200 Level):**

- 1) Family Preservation, home-based and Family Support program staff who are affected by the training policy requiring training within 90 days following employment will receive priority.
- 2) CPS Case Planning and Case Management and Child Placement Staff are encouraged to attend this training and will be accepted on a first come first serve basis, as space allows following the closing date.

### **In-Service Trainings (200 Level)**

- 1) Child Welfare and contract staff employed in a county Department of Social Services who are affected by the law requiring additional training within the first year of employment **OR** for Family Preservation staff affected by the training policy requiring training within the first 90 days following job responsibilities will receive priority.
- 2) Child Welfare staff and student interns employed in a county Department of Social Services, Family Preservation, Home-Based and Family Support staff not affected by the training law/requiring 18/39 hours of additional training within the first year of employment are accepted on a first come first serve basis, as space allows following the registration closing date.
- 3) Staff from private child-placing and adoption agencies may attend *Adoptions in Child Welfare Services*. These registrations are accepted on a first come first serve basis depending upon availability of space following the closing date.
- 4) Staff from private child-placing agencies and Mental Health (therapeutic homes) may attend *Foster Family Home Licensing in Child Welfare Services*. These registrations are accepted on a first come first serve basis depending upon availability of space following the closing

## **GUIDELINES FOR REGISTRATION    con't**

date.

- 5) Registrations are accepted in the order they are received based upon the priorities listed above, in the 200 level

### **In-Service Trainings (300 Level):**

- 1) Child Welfare Staff employed in a county Department of Social Services who are affected by the law requiring 24 hours of continuing education on a yearly basis, based upon date of employment.
- 2) Family Preservation, Home-Based and Family Support staff are accepted on a first come first serve basis as space allows following the closing date of training.
- 3) To allow equal access to training, 5 participants from the same county will be accepted into a training event. Additional registrants from a county may be accepted into the training depending upon space availability following the closing date. Additional county registrants will be accepted on a first come first serve basis.
- 4) Registrations are accepted in the order they are received based upon the priorities listed above, in the 300 level.

### **Model Approach to Partnerships in Parenting, Group Preparation and Selection-MAPP-GPS: (300 level):**

- 1) Registrations are accepted beginning on the opening date listed in the training calendar.
- 2) Registrations for MAPP-GPS Certification can only be accepted from persons who meet the applicable requirements for foster parents, adoptive parents, Department of Social Services staff, Area Mental Health Program staff, licensed child placing agency staff (licensed through the N.C. Division of Social Services), and temporary agency staff.
- 3) A Department or a licensed private child-placing agency may contract with a person who meets applicable requirements to conduct the responsibilities of MAPP-GPS. The local Department of Social Services or licensed child placing agency should submit the registration form for the person with whom they are contracting along with a letter verifying that this person is under contract and meets the staffing qualifications outlined on pages 74-76.
- 4) Registrants who are foster/adoptive parents, from a private child-placing agency, or from a Family Resource Program funded by NCDSS, registrants must complete a NCDSS Statewide Training Partnership registration form and An Application for Admission to MAPP-GPS Training, found on pages 46-47.

Selections are then made based on the following criteria:

- 1) Agencies in closest proximity to the training site
- 2) Agencies who have few MAPP-GPS leaders
- 3) Order in which NCDSS registration (all registrants) and An Application for Admission to MAPP-GPS Training (those who this is applicable) are received.
- 4) To allow equal access of the MAPP-GPS training for all agencies, no more than two participants from each agency will be accepted. However, if there is available space following the registration closing date, additional participants from any one agency may be accepted in the training.
- 5) Decisions regarding accepting registrations and confirmation letters will occur after the listed closing date.

**SETTING THE STAGE FOR FAMILY-CENTERED MEETINGS: AN AGENCY AND  
COMMUNITY ORIENTATION  
(300 Series)**

This one-day interactive orientation training is focused on the use of family-centered meetings as part of service delivery within the North Carolina Multiple Response System. Participants will learn the philosophies and benefits of convening meetings that include family, extended family, friends, service providers, and community members in order to make plans and decisions that promote child and family safety and well-being. Using a variety of lively materials and exercises, participants will learn what a family-centered meeting is, how it can be used, when you should have one, and what their role will be as a participants in the meetings. Attention will be given to understanding the role of preparation by social workers, the distinction between participant and facilitator roles, and participant responsibilities at Family Centered Meetings. *Setting the Stage for Family-Centered Meetings: An Agency and Community Orientation* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** None.

**Target Audience:** County employees, partnering agencies, service providers, law enforcement, school personnel, and anyone likely to be involved in family-centered meetings.

**Contact Hours:** 6 contact hours.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 14, 2005	<b>Sanford</b>	Immediately	January 7, 2005	<b>Jeanne Mesiano</b>
January 14, 2005	<b>Raleigh</b>	Immediately	January 7, 2005	<b>Jeanne Mesiano</b>
January 14, 2005	<b>Asheville</b>	Immediately	January 7, 2005	<b>Jeanne Mesiano</b>
January 19, 2005	<b>Mocksville</b>	Immediately	January 12, 2005	<b>Jeanne Mesiano</b>
February 1, 2005	<b>Sylva</b>	Immediately	January 11, 2005	<b>Jeanne Mesiano</b>
February 1, 2005	<b>Elizabeth City</b>	Immediately	January 11, 2005	<b>Jeanne Mesiano</b>
February 8, 2005	<b>Chapel Hill</b>	Immediately	January 18, 2005	<b>Jeanne Mesiano</b>
February 8, 2005	<b>Catawba County</b>	Immediately	January 18, 2005	<b>Jeanne Mesiano</b>
February 11, 2005	<b>Raleigh</b>	Immediately	January 21, 2005	<b>Jeanne Mesiano</b>
February 14, 2005	<b>Fayetteville</b>	Immediately	January 17, 2005	<b>Jeanne Mesiano</b>
February 21, 2005	<b>Burlington</b>	Immediately	January 31, 2005	<b>Jeanne Mesiano</b>
February 24, 2005	<b>Kinston</b>	Immediately	February 3, 2005	<b>Jeanne Mesiano</b>
March 3, 2005	<b>Monroe</b>	December 23, 2004	February 10, 2005	<b>Jeanne Mesiano</b>
March 4, 2005	<b>Wilmington</b>	December 23, 2004	February 10, 2005	<b>Jeanne Mesiano</b>
March 7, 2005	<b>Charlotte</b>	December 23, 2004	February 10, 2005	<b>Jeanne Mesiano</b>
April 8, 2005	<b>Burnsville</b>	January 28, 2005	March 18, 2005	<b>Jeanne Mesiano</b>
April 14, 2005	<b>Wilson</b>	February 3, 2005	March 24, 2005	<b>Jeanne Mesiano</b>
May 4, 2005	<b>Graham</b>	February 23, 2005	April 13, 2005	<b>Jeanne Mesiano</b>
May 6, 2005	<b>Sylva</b>	February 24, 2005	April 14, 2005	<b>Jeanne Mesiano</b>

May 9, 2005	<b>Louisburg</b>	February 28, 2005	April 18, 2005	<b>Jeanne Mesiano</b>
May 10, 2005	<b>Wilmington</b>	February 29, 2005	April 19, 2005	<b>Jeanne Mesiano</b>
May 17, 2005	<b>Chapel Hill</b>	March 8, 2005	April 26, 2005	<b>Jeanne Mesiano</b>
May 24, 2005	<b>Sanford</b>	March 15, 2005	May 3, 2005	<b>Jeanne Mesiano</b>
June 7, 2005	<b>Sanford</b>	March 29, 2005	May 17, 2005	<b>Jeanne Mesiano</b>

**CAUTION: FAMILY MEETING AHEAD! A GUIDE FOR SOCIAL WORKERS ATTENDING  
FAMILY-CENTERED MEETINGS  
(300 Series)**

*Caution: Family Meeting Ahead! A Guide for Social Workers Attending Family Meetings* is a one-day training event offered to child welfare staff in agencies participating in the Multiple Response System. Participants who attend this training will leave with an understanding of their role in the process of conducting Child and Family Teams, Shared Parenting Meetings, and other forms of family-centered meetings. Participants will gain tools, skills, and knowledge in preparing for the meeting, ensuring participant safety, and achieving “buy-in” from family and community members. *Caution: Family Meeting Ahead!* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation*.

**Target Audience:** Child welfare social workers and staff who are likely to attend Child and Family Team Meetings, Shared Parenting Meetings, and other forms of family meetings.

**Contact Hours:** 6 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 24, 2005	<b>Greensboro</b>	Immediately	February 3, 2005	<b>Jeanne Mesiano</b>
February 28, 2005	<b>Nashville</b>	Immediately	February 7, 2005	<b>Jeanne Mesiano</b>
March 29, 2005	<b>Elizabeth City</b>	January 18, 2005	March 8, 2005	<b>Jeanne Mesiano</b>
March 31, 2005	<b>Raleigh</b>	January 20, 2005	March 10, 2005	<b>Jeanne Mesiano</b>
March 31, 2005	<b>Burlington</b>	January 20, 2005	March 10, 2005	<b>Jeanne Mesiano</b>
April 4, 2005	<b>Kinston</b>	January 24, 2005	March 14, 2005	<b>Jeanne Mesiano</b>
April 12, 2005	<b>Mocksville</b>	February 1, 2005	March 22, 2005	<b>Jeanne Mesiano</b>
April 19, 2005	<b>Charlotte</b>	February 8, 2005	March 29, 2005	<b>Jeanne Mesiano</b>
May 10, 2005	<b>Pittsboro</b>	March 1, 2005	April 19, 2005	<b>Jeanne Mesiano</b>
May 11, 2005	<b>Wilmington</b>	March 2, 2005	April 20, 2005	<b>Jeanne Mesiano</b>
June 10, 2005	<b>Sanford</b>	April 1, 2005	May 20, 2005	<b>Jeanne Mesiano</b>



## ANCHORS AWAY! HOW TO NAVIGATE FAMILY MEETINGS: THE ROLE OF THE FACILITATOR

### (300 Series)

This four-day learning event is an intensive skills building opportunity for those who will be facilitating family-centered meetings as part of the MRS initiative. Participants will learn how to effectively facilitate family meetings by first understanding how this role is different than traditional social worker roles and conducting their own self-assessment of their inherent facilitation skills. Strategies will be presented for partnering with the case-carrying social worker, creating an environment of physical and emotional safety, encouraging effective communication amongst meeting participants, managing conflict and denial, and working with children at the meetings. We will explore the various features of family-centered meetings and how to use these features according to the family's culture and situation. The highlight of the training is a "mock" meeting in which participants will be able to experience the process themselves. This is a fun, engaging, and provocative skills-building experience, and full attendance for all four days is required. Participants will leave this training with a personal action plan that will include opportunities for ongoing learning. *Anchors Away! How to Navigate Family Meetings: The Role of the Facilitator* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation*.

**Target Audience:** Child welfare social workers and staff who will facilitate Child and Family Team Meetings, Shared Parenting Meetings, and other forms of family meetings.

**Contact Hours:** 24 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 18-21, 2005	Smithfield	Immediately	January 11, 2005	Jeanne Mesiano
January 24-25, 2005 And January 31-February 1, 2005	Sanford	Immediately	January 17, 2005	Jeanne Mesiano
February 8-11, 2005	Asheville	Immediately	January 18, 2005	Jeanne Mesiano
February 9-10, 2005 And February 16-17, 2005	Hillsborough	Immediately	January 19, 2005	Jeanne Mesiano
February 9-10, 2005 And February 16-17, 2005	Catawba County	Immediately	January 19, 2005	Jeanne Mesiano
March 15-16, 2005 And March 22-23, 2005	Charlotte	January 4, 2005	February 22, 2005	Jeanne Mesiano

March 15-18, 2005	<b>Lenoir</b>	January 4, 2005	February 22, 2005	<b>Jeanne Mesiano</b>
March 15-18, 2005	<b>Shallotte</b>	January 4, 2005	February 22, 2005	<b>Jeanne Mesiano</b>
April 18-19, 2005 And April 25-26, 2005	<b>Smithfield</b>	February 7, 2005	March 28, 2005	<b>Jeanne Mesiano</b>
April 19-22, 2005	<b>Elizabeth City</b>	February 8, 2005	March 29, 2005	<b>Jeanne Mesiano</b>
April 19-22, 2005	<b>Jefferson</b>	February 8, 2005	March 29, 2005	<b>Jeanne Mesiano</b>
May 10-11, 2005 And May 17-18, 2005	<b>Sylva</b>	March 1, 2005	April 19, 2005	<b>Jeanne Mesiano</b>
May 24-27, 2005	<b>Wilmington</b>	March 15, 2005	May 3, 2005	<b>Jeanne Mesiano</b>
June 21-24, 2005	<b>Greensboro</b>	April 12, 2005	May 31, 2005	<b>Jeanne Mesiano</b>
June 21-24, 2005	<b>Nashville</b>	April 12, 2005	May 31, 2005	<b>Jeanne Mesiano</b>

## THE ABC's OF INCLUDING CHILDREN IN FAMILY-CENTERED MEETINGS (300 Series)

Although the primary function of child welfare services is the protection and care of children, all too often the children themselves are left out of the planning and decision-making that affects them. Working in partnership with children and families is a central philosophy of the North Carolina Multiple Response System. Therefore, it is not a question of WHETHER children should be involved in family-centered meetings, but rather a question of HOW. Using a wide range of activities and materials, this one-day skills-building event will help participants utilize strategies for preparing children for family meetings, making sure their voices are heard, and ensuring their safe participation. *The ABCs of Including Children in Family-Centered Meetings* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** completion of: *Setting the State for Family-Centered Meetings: An Agency and Community Orientation* **AND** *Caution: Family Meeting Ahead! A Guide for Social Workers Attending Family-Centered Meetings*.

**Target Audience:** Social workers, facilitators, and community partners involved with family-centered meetings.

**Contact Hours:** 6 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 16, 2005	Smithfield	Immediately	January 26, 2005	Jeanne Mesiano
March 4, 2005	Hendersonville	December 27, 2004	February 11, 2005	Jeanne Mesiano
March 7, 2005	Wilmington	December 27, 2004	February 14, 2005	Jeanne Mesiano
March 10, 2005	Pittsboro	December 30, 2004	February 17, 2005	Jeanne Mesiano
March 22, 2005	Nashville	January 11, 2005	March 1, 2005	Jeanne Mesiano
April 4, 2005	Asheville	January 24, 2005	March 14, 2005	Jeanne Mesiano
April 8, 2005	Wilmington	January 28, 2005	March 18, 2005	Jeanne Mesiano
April 12, 2005	Halifax	February 1, 2005	March 22, 2005	Jeanne Mesiano
April 13, 2005	Mocksville	February 2, 2005	March 23, 2005	Jeanne Mesiano
April 20, 2005	Charlotte	February 9, 2005	March 30, 2005	Jeanne Mesiano
May 5, 2005	Chapel Hill	February 24, 2005	April 14, 2005	Jeanne Mesiano
May 5, 2005	Fayetteville	February 24, 2005	April 14, 2005	Jeanne Mesiano
May 13, 2005	Louisburg	March 4, 2005	April 22, 2005	Jeanne Mesiano
May 18, 2005	Kinston	March 9, 2005	April 27, 2005	Jeanne Mesiano
June 7, 2005	Elizabeth	March 29, 2005	May 17, 2005	Jeanne Mesiano
June 7, 2005	Charlotte	March 29, 2005	May 17, 2005	Jeanne Mesiano
June 10, 2005	Chapel Hill	April 1, 2005	May 20, 2005	Jeanne Mesiano
June 17, 2005	Lenoir	April 8, 2005	May 27, 2005	Jeanne Mesiano
June 22, 2005	Catawba County	April 13, 2005	June 1, 2005	Jeanne Mesiano
June 30, 2005	Jefferson	April 21, 2005	June 9, 2005	Jeanne Mesiano

## **WIDENING THE CIRCLE: FAMILY-CENTERED MEETINGS AND SAFETY ISSUES (300 Series)**

This two-day advanced training provides strategies for fostering safe and effective participation at family-centered meetings. The first day is devoted to family-centered meetings when there is current or past family violence. The second day provides strategies for including family members with alcohol and other drugs addictions, mental health histories, and developmental disabilities within a family-centered meeting. Attention is devoted to meeting preparations and facilitation and to ways in which the agency can offer a supportive context for carrying out these meetings. “Widening the circle” from the nuclear family to a network of informal and formal supports is set forth as the means of safeguarding child and adult family members. Exercises are used to develop competencies in four strategies for safe and effective participation: cultural safety, community partnerships, family leadership, and inclusive planning. Attention is given to developing the participant’s ability to recognize and transfer the appropriate ethical principle to the specific situation. The training is intended to prepare family-centered-meetings facilitators, referring workers, and supervisors of referring workers for holding family-centered meetings with serious safety issues. *Widening the Circle* is developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** Setting the Stage for Family-Centered Meetings: An Agency and Community Orientation; **and** Caution: Family meeting Ahead! A Guide for Social Workers Attending Family-Centered Meetings **or** Anchors Away! How to Navigate Family Meetings: The Role of the Facilitator.

**Target Audience:** County employees, partnering agencies, service providers, law enforcement, school personnel, and anyone likely to be involved in family-centered meetings.

**Contact Hours:** 12 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
May 9-10, 2005	<b>Sanford</b>	February 28, 2005	April 18, 2005	<b>Jeanne Mesiano</b>
June 21-22, 2005	<b>Raleigh</b>	April 12, 2005	May 31, 2005	<b>Jeanne Mesiano</b>

## CHILD FORENSIC INTERVIEWING

*Child Forensic Interviewing* is a five-day specialized curriculum designed to provide a foundation in a legally defensible, developmentally appropriate interviewing of the alleged child victim in investigative assessments of child abuse. The training is designed for child protective service workers and their immediate supervisors. Topics covered include the importance of safety, developing and maintaining rapport, appropriate questioning, and interviewing the avoidant child. The course will emphasize small group exercises and role-plays to practice a semi-structured interview approach. A major component of the course is the opportunity for each participant to receive direct, individual feedback on an actual interview. This curriculum was developed by the Program on Childhood Trauma and Maltreatment in the UNC-CH Department of Psychiatry.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

**Target Audience:** The training is designed for supervisors and investigative CPS workers who are involved in the investigative assessments of report of alleged maltreatment in children and adolescents. To maximize the benefit of the training, supervisors of the participating investigative workers are strongly encouraged to attend.

**Participants from the MRS pilot counties will be prioritized for this course.**

**Contact Hours:** 30 contact hours. **A requirement of the course is to submit an interview transcript to the trainers a week before the fifth day of training.** The submission of the transcript is an essential component of the training since it provides an opportunity for direct, individual feedback on skills learned. Supervisors enrolled in the course will be required to either submit their own transcript or provide a written critique of a worker's interview along with the interview transcript. A transcript and attendance at all five days is required in order to obtain a certificate of completion.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 18-21 And February 21, 2005	Fayetteville	Immediately	January 11, 2005	Clarence Lamb
February 22-25 And April 15, 2005	Kinston	Immediately	February 1, 2005	Clarence Lamb
March 21-24 And April 29, 2005	Greensboro	January 10, 2005	February 28, 2005	Clarence Lamb
May 9-12, 2005 And June 17, 2005	Charlotte	February 28, 2005	April 18, 2005	Clarence Lamb
June 7-10 And July 11, 2005	Asheville	March 29, 2005	May 17, 2005	Clarence Lamb

**CORNERSTONE II:  
WHAT IS GOOD FOR FAMILIES IS GOOD FOR WORKERS: A TRAINING FOR CHILD  
WELFARE SUPERVISORS  
(300 Series)**

*What is Good for Families is Good for Workers: A Training for Child Welfare Supervisors* is a four-day skills-based training session that explores the relationship between parallel process, the supervisor's role as coach, and family-centered practice. Underlying this course is the belief that if a supervisor behaviorally embraces the principles of family-centered practice, he or she will provide worker-centered supervision, thereby modeling effective work with families. Participants will be provided the opportunity to explore the six principles of partnership to include: everyone desires respect, everyone needs to be heard, everyone has strengths, judgments can wait, partners share power and partnership is a process. This training will include learning the solution-focused skills of scaling, miracle and exception questions in supervisors' work with social workers.

This training is offered in two separate two-day sessions. Session One will primarily focus on the knowledge and skill associated with principles one-three and Session Two will focus on principles four-six. At the conclusion of each two-day session, administrators and supervisors are provided with the opportunity to complete an application plan that identifies specific skills and strategies they will practice in the agency. Given the design of this curriculum, participants must commit to attend all four days in a particular location. As each day is built upon the foundation created the previous day, if one day is missed of a two-day session, the participant must repeat both days of the session. This curriculum was developed by Resources for Change, Inc.

**Prerequisite:** None

**Contact Hours:** 24 contact hours. This training can be credited toward the 24-hour continuing education component.

**Target Audience:** This curriculum is targeted to Child Welfare and Work First program administrators/program managers and supervisors employed in a county Department of Social Services.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 9-10, 2005 And April 6-7, 2005	<b>Fayetteville</b>	December 27, 2004	March 5, 2005	<b>Amy Campbell</b>
May 16-17, 2005 And June 14-15, 2005	<b>Greensboro</b>	March 7, 2005	April 25, 2005	<b>Elaine Highsmith</b>

### **CORNERSTONE IIIA:**

#### **PARTNERS IN CHANGE – A NEW PERSPECTIVE ON CHILD PROTECTIVE SERVICES**

This 3-day workshop provides foundation training for **Family Assessment Workers** and supervisors who will be implementing the Multiple Response System (MRS). This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships with helping professionals. It also recognizes that the very nature of child protection practice presents many barriers to partnership with families. This workshop is based on six principles necessary for family-centered partnerships, with an emphasis on their use in CPS practice.

Day One begins with an opportunity for participants to use two solution-focused tools to assess and set goals for their implementation of MRS. These tools become the first additions to a "toolbox" that is built throughout the training and put to use with an actual case at its conclusion. The day continues with an examination of the foundation and structure of MRS and an exploration of what clients really need from their workers. Day One concludes with an exercise that helps participants gain insight into their clients' experience of CPS and motivation to work in partnership with families.

Day Two provides an in-depth look at each of the six principles of partnership: 1.) Everyone desires respect, 2.) Everyone needs to be heard, 3.) Everyone has strengths, 4.) Judgments can wait, 5.) Partners share power, 6.) Partnership is a process. The presentation of each principle includes demonstration and/or skills practice, often with actual cases, as well as additional tools for the "toolbox."

Day Three provides an opportunity for each participant to make the principles their own as they use their "toolbox" with an actual MRS case. Practice experiences include: Writing Your Spiel (explaining MRS to clients), Initial Phone Contact, Knock on the Door, and Discovery and Beyond (setting goals and finding solutions). The workshop concludes with a look the benefits and outcomes of MRS in other states as well as in North Carolina.

This training was developed by Appalachian Family Innovations (previously known as Bringing It All Back Home Study Center).

**Prerequisites:** *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

**Target Audience:** CPS **Family Assessment Workers** and their supervisors in MRS counties who will be conducting the Family Assessment Approach. This training is required prior to workers beginning the Family Assessment approach.

**Contact Hours:** 18 contact hours. This training can be credited toward the 24-hour continuing education component.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opening Date</b>	<b>Registration Closing Date</b>	<b>Registration Coordinator</b>
January 11-13, 2005	<b>Sylva</b>	Immediately	January 4, 2005	<b>Donna Walters Pearson</b>
February 16-18, 2005	<b>Mocksville</b>	Immediately	January 26, 2005	<b>Donna Walters Pearson</b>
March 15-17, 2005	<b>Sanford</b>	December 6, 2004	February 22, 2005	<b>Judy Prophet</b>
March 15-17, 2005	<b>Charlotte</b>	December 6, 2004	February 22, 2005	<b>Donna Walters Pearson</b>
April 12-14, 2005	<b>Black Mountain</b>	December 6, 2004	March 22, 2005	<b>Donna Walters Pearson</b>

April 19-21, 2005	<b>Raleigh</b>	Immediately	March 29, 2005	<b>Korri Mosley</b>
May 23-25, 2005	<b>Wilmington</b>	Immediately	May 2, 2005	<b>Judy Prophet</b>
June 7-9, 2005	<b>Candler</b>	December 6, 2004	May 17, 2005	<b>Donna Walters Pearson</b>
June 13-15, 2005	<b>Greensboro</b>	Immediately	May 24, 2005	<b>Judy Prophet</b>



**CORNERSTONE III B:  
PARTNERS IN CHANGE – AN INTRODUCTION TO FAMILY-CENTERED PRACTICE**

This 3-day workshop provides foundation training in family-centered practice for **Intake, Investigative assessment workers (those who will not be conducting family assessments), Case planning/management, Foster care Placement and Licensing, Adoption, Work First, and Family Preservation workers and their supervisors.** This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships with helping professionals. This workshop is based on six principles necessary for family-centered partnerships.

Day One begins with an opportunity for participants to use two solution-focused tools to assess and set goals for their practice. These tools become the first additions to a "toolbox" that is built throughout the training and put to use with an actual case at its conclusion. The day continues with an introduction to the Multiple Response System and its seven core strategies and an exploration of what clients really need from their workers. Day One concludes with an exercise that helps participants gain insight into their clients' experience with the system and motivation to work in partnership with families.

Day Two provides an in-depth look at each of the six principles of partnership: 1.) Everyone desires respect, 2.) Everyone needs to be heard, 3.) Everyone has strengths, 4.) Judgments can wait, 5.) Partners share power, 6.) Partnership is a process. The presentation of each principle includes demonstration and/or skills practice, often with actual cases, as well as additional tools for the "toolbox."

Day Three provides an opportunity for each participant to make the principles their own through a series of skills practices. The day begins with practice of a variety of solution-focused tools. Next, participants put the principles of partnership into practice with an actual case. The workshop concludes with a look at how the principles can be applied to collaboration.

This training was developed by Appalachian Family Innovations (previously known as Bringing It All Back Home Study Center).

**Prerequisites:** *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

**Target Audience:** **Intake, Investigative assessment workers (those who will not be conducting family assessments), Case planning/management, Foster care Placement and Licensing, Adoption, Work First, and Family Preservation workers and their supervisors.**

**Contact Hours:** 18 contact hours. This training can be credited toward the 24-hour continuing education component.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

**REGISTRATION FOR ALL EVENTS LISTED BELOW BEGINS IMMEDIATELY.**

Dates	Location	Registration Opening Date	Registration Closing Date	Registration Coordinator
January 11-13, 2005	<b>Lenoir</b>	Immediately	January 4, 2005	<b>Donna Walters Pearson</b>
January 25-27, 2005	<b>Winston – Salem</b>	Immediately	January 14, 2005	<b>Donna Walters Pearson</b>
February 8-10, 2005	<b>Lincolnton</b>	Immediately	January 18, 2005	<b>Donna Walters Pearson</b>

February 22-24, 2005	<b>Candler</b>	Immediately	February 1, 2005	<b>Donna Walters Pearson</b>
March 1-3, 2005	<b>Pittsboro</b>	Immediately	February 8, 2005	<b>Judy Prophet</b>
March 8-10, 2005	<b>Lenoir</b>	Immediately	January 18, 2005	<b>Donna Walters Pearson</b>
March 22-24, 2005	<b>Sylva</b>	December 6, 2004	March 1, 2005	<b>Donna Walters Pearson</b>
March 29-31, 2005	<b>Roxboro</b>	Immediately	March 8, 2005	<b>Clarence A. Lamb</b>
April 12-14, 2005	<b>Raleigh</b>	Immediately	March 22, 2005	<b>Judy Prophet</b>
April 13-15, 2005	<b>Greensboro</b>	Immediately	March 23, 2005	<b>Elaine Highsmith</b>
April 26-28, 2005	<b>Hickory</b>	December 6, 2004	April 5, 2005	<b>Donna Walters Pearson</b>
May 24-26, 2005	<b>Charlotte</b>	December 6, 2004	May 3, 2005	<b>Donna Walters Pearson</b>
June 1-3, 2005	<b>Greensboro</b>	Immediately	May 11, 2005	<b>Elaine Highsmith</b>
June 7-9, 2005	<b>Sylva</b>	December 6, 2004	May 17, 2005	<b>Donna Walters Pearson</b>
June 21-23, 2005	<b>Charlotte</b>	December 6, 2004	May 31, 2005	<b>Donna Walters Pearson</b>

**COMING SOON...**

**CORNERSTONE IV:  
SUPERVISORS WORKING WITH OTHERS, AND WORKING WITH OUTCOMES**

**Introduction**

Family centered practice requires supervisors to be skilled in working in a collaborative environment to effect meaningful change for families. To bring about change, supervisors must be involved with partners within the same agency, with community and families themselves to maximize the contribution of each to effective positive solutions. Supervisors must be comfortable and skilled in working with process and outcome data on families to ensure that their collaborative practices are successful.

**Module 1:**

**Working with Others**

This curriculum will provided supervisors with the skills necessary to collaborate across program lines both within the agency and with the larger community, and to partner with the family in a collaborative change process. In such a role it is crucial that supervisors possess skills in convening and facilitating team decision making, managing and facilitating change, forging partnership both inside and outside the agency, launching new programs, pooling financial resources, modeling, building and sharing leadership roles, and marketing innovative best practices both inside and outside the agency.

**Module II:**

**Working with Outcomes**

This curriculum will provide supervisors with skills in constructing and participating in a process and outcome oriented system. In such a role it is crucial that supervisors possess skills in utilizing both process and outcome information to reinforce the principles of family centered practice, ensuring that staff members are practicing in the new ways that are expected of them and the agency and community are achieving the desired outcomes for families. Supervisors will learn how to analyze family data, and, using that data, how to measure progress toward successful outcomes, and how to articulate those successes to funders and other stakeholders. An outcome oriented supervisory feedback system will provide staff and agency management with continuous information on the family outcomes most central to the agency-safety, permanence and well-being-where they are successful, and where they need to continuously adapt and improve their approaches.

**THIS TRAINING IS BEING DEVELOPED AND WILL BE PILOTED IN SPRING 2005. IT  
WILL BE OFFERED AS A 300 SERIES COURSE FOR SUPERVISORS AFTER JULY 1, 2005.**

## SHARED PARENTING

### (300 Series)

*Shared Parenting* is a three-day **train the trainer** curriculum designed to train **certified MAPP-GPS Leaders** who will serve in the role of trainer to build specific skills and abilities of experienced foster parents. This curriculum provides four 2-3 hour modules, each of which can be used as stand alone in-service training for foster and adoptive parents. This train the trainer curriculum includes an opportunity for participants experience co-leading. Ideas for additional in service training for foster/adoptive parents are also provided.

Modules that the participant will learn to train include:

***Finding a Way to Share*** –This module develops the critical basis for the creation of the shared parenting concept and builds skills in meeting the challenges of foster parenting. It features a videotape of parents who talk about the experience of having children placed in foster care.

***Making and Maintaining Boundaries in Shared Parenting***-This module helps foster parents make and maintain family boundaries with parents of children in foster care that assure the safety, well-being and permanence for the children.

***Fear and Control in Shared Parenting*** -This module helps foster parents explore ways to manage fear and control issues in the shared parenting relationships with parents of children in foster care.

***Shared Parental Responsibilities*** –This module focuses on specific techniques for sharing parenting responsibilities that focus on safety, well being and permanence with parents of children in foster care.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff **and** *Model Approach to Partnerships in Parenting-Group Preparation and Selection (MAPP-GPS)* for all participants. **(Must be MAPP-GPS certified)**

**Hours:** 18.75 Hours. This training can be credited toward the 24-hour continuing education component.

**Target Audience:** This curriculum is targeted to certified MAPP-GPS Leaders who provide in service training for foster and adoptive parents. Persons attending must be certified MAPP-GPS Leaders. For staff who are interested in learning more about Shared Parenting and are not MAPP certified, please consider the courses “Supporting Partnerships”

**Maximum Number of Participants:** 16

**Minimum Number of Participants:** 10

### FULL PARTICIPATION IN THE THREE DAYS IS REQUIRED FOR CERTIFICATION

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 19-21, 2005	Fayetteville	Immediately	January 12, 2005	Clarence Lamb
February 9-11, 2005	Kinston	Immediately	January 19, 2005	
April 27-29, 2005	Charlotte	February 23, 2005	April 6, 2005	
May 25-27, 2005	Greensboro	March 16, 2005	May 4, 2005	

## SUPPORTING PARTNERSHIPS IN PARENTING

*Supporting Partnerships in Parenting* is a two-day curriculum designed to be a foundation training for the CPS and Placement workers and supervisors who will encourage, participate in and facilitate “Shared Parenting Meetings”. “Shared Parenting Meetings” are part of the overall vision for the Multiple Response System in North Carolina.

When a child is placed in a foster family agency facilitation of “Shared Parenting Meetings” is one way in which key participants come together to interact and begin the process of reuniting the family. This training will emphasize the importance of agency support of partnerships among birth families and foster families as an essential element of family-centered practice. It will address the role that child welfare workers play in developing, encouraging and facilitating the relationships between the agency, birth families and foster families. *Supporting Partnerships in Parenting* will include discussion of issues such as fear and control, as well as the benefits of support building and maintaining all of the attachments for children in care. This training will be highly interactive with workers using creative thinking to develop ways to support birth families and foster families as they initially meet each other and begin their work together to help the child feel the support of both sets of parents. The training was developed by Debbie Gallimore and the staff of the NC Division of Social Services.

**Prerequisites:** *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

**Target Audience:** CPS and Placement workers and supervisors in MRS counties who will be participating in and/or facilitating “Shared Parenting Meetings”.

**Contact Hours:** 13 contact hours. This training can be credited toward the 24-hour continuing education component.

**Maximum Number of Participants:** 22

**Minimum Number of Participants:** 10

### REGISTRATION FOR ALL EVENTS LISTED BELOW BEGINS IMMEDIATELY.

Dates of Training	Location	Registration Opening Date	Registration Closing Date	Registration Coordinator
January 25-26, 2005	Charlotte	Immediately	January 18, 2005	Bonnie English
January 27-28, 2005	Charlotte	Immediately	January 19, 2005	Bonnie English
February 3-4, 2005	Greensboro	Immediately	January 26, 2005	Elaine Highsmith
February 17-18, 2005	Kinston	Immediately	January 27, 2005	Betty Williford
February 24-25, 2005	Fayetteville	Immediately	February 3, 2005	Amy Campbell
March 17-18, 2005	Greensboro	January 6, 2005	February 24, 2005	Elaine Highsmith
March 29-30, 2005	Raleigh	January 18, 2005	March 8, 2005	Clarence Lamb
March 31 And April 1, 2005	Raleigh	January 19, 2005	March 9, 2005	Clarence Lamb
May 3-4, 2005	Charlotte	February 22, 2005	April 12, 2005	Bonnie English
May 5-6, 2005	Charlotte	February 25, 2005	April 15, 2005	Bonnie English
May 10-11, 2005	Asheville	March 1, 2005	April 19, 2005	Lou Decker
May 12-13, 2005	Hickory	March 3, 2005	April 21, 2005	Lou Decker
June 7-8, 2005	Kinston	April 19, 2005	May 17, 2005	Betty Williford
June 21-22, 2005	Fayetteville	April 12, 2005	May 31, 2005	Amy Campbell
June 23-24, 2005	Greensboro	April 14, 2005	June 2, 2005	Elaine Highsmith

